

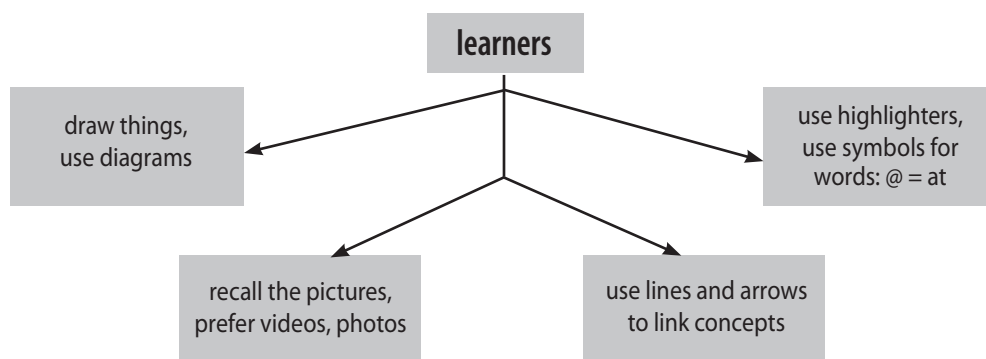
## Appendix H

# Learning Styles and Training Strategies: V.A.R.K.

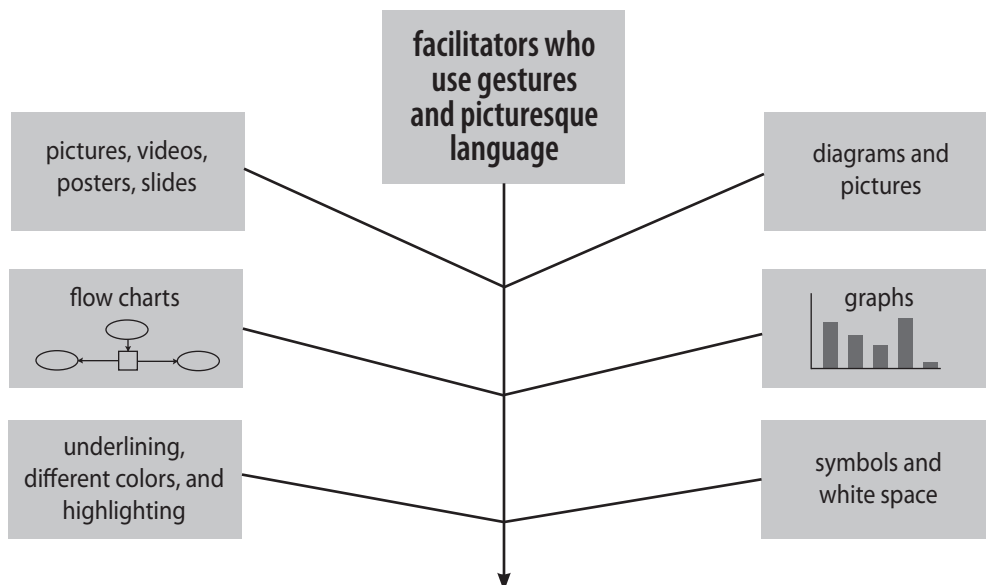
## Visual

### Learners

If you are a visual learner, you want the whole picture so you are probably holistic in your approach. You are often swayed by the look of an object. You are interested in color and layout and design and you know where you are in your environment. You are probably going to draw something.



### Facilitators



## Aural

### Learners

If you are an aural learner, you prefer to have all of this page explained to you. The written words are not as valuable as those you hear. You will probably go and tell somebody about this.

- ♦ *Discuss topics with others*
- ♦ *Explain new ideas to other people*
- ♦ *Use a tape recorder to take notes*
- ♦ *Listen to lectures or books on tape*
- ♦ *Remember interesting examples, stories, etc.*
- ♦ *Describe the images to others*

### Facilitators

- ♦ *Ask participants to read quotes out loud*
- ♦ *Ask participants to "say" the words silently*
- ♦ *Provide audiotapes or podcasts of information*
- ♦ *Provide tape recorders for participants to take verbal notes*
- ♦ *Ask participants to tell a partner about the information presented*
- ♦ *Provide opportunities for discussion*
- ♦ *Describe what is in photos, graphs, or other visuals*

## Reading and Writing

### Learners

You like this page because the emphasis is on words and lists. You believe the meanings are within the words, so any talk is okay but this handout is better.

- ♦ *Take written notes*
- ♦ *Write lists*
- ♦ *Write outlines*
- ♦ *Prepare "talking points" on paper*
- ♦ *Use headings*
- ♦ *Use dictionaries, glossaries, and definitions*
- ♦ *Like handouts, books, readings, notes*
- ♦ *Like manuals and guides*

### Facilitators

- ♦ *Use words well*
- ♦ *Have lots of information in sentences and notes*
- ♦ *Provide handouts and readings*
- ♦ *Rely on written materials to convey information*
- ♦ *Provide room on handouts for note-taking*

## Kinesthetic

### Learners

If you are a kinesthetic learner, the ideas on this page are only valuable if they sound practical, real, and relevant to you.

- ♦ *Use sight, touch, taste, smell, and hearing to understand information*
- ♦ *Like field trips*
- ♦ *Need concrete examples of principles*
- ♦ *Like real-life examples*
- ♦ *Need information that applies to real-life situations*
- ♦ *Excel with hands-on approaches*
- ♦ *Learn through trial and error*

### Facilitators

- ♦ *Use lots of concrete examples*
- ♦ *Create hands-on learning activities*
- ♦ *Use real-life situations to describe principles and concepts*
- ♦ *Use pictures and photographs to illustrate an idea*
- ♦ *Recall hands-on activities the participants have experienced*
- ♦ *Use case studies*

This information has been adapted from  
[www.vark-learn.com/english/index.asp](http://www.vark-learn.com/english/index.asp)

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